

FORTY-FIRST ENTRY

VOLUME 55, ISSUE 6 ~ FEBRUARY, 2006

President's Message

As we tramp through the heavy snow outside, and push our way through the blizzard of tax-time paperwork, let's look back at why we are doing all of this! One important reason that clients come to us as trusted accountants is that we will objectively look at their situation and prepare a reliable return. They know we will keep good records and that they can call upon us when they have questions. Accountants are said to be boring but, hopefully, we put our clients to sleep because they are able to rest easy!

Today's word is "accountability":

On-line dictionary: The property that ensures that the actions of an individual or an institution may be traced uniquely to that individual or institution. (Right - - an audit trail!)

Information Technology: The ability of a system to keep track of who or what accessed and/or made changes to the system. (Internal Control!)

British dictionary: The principle that individuals, organizations, and the community are responsible for their actions and may be required to explain them to others. (The client is ultimately accountable for his own records.)

Lois J. Zachary has said: Accountability requires shared intention, responsibility, ownership, and commitment to action. Accountability is very serious business today. Board members exact added accountability. Funders and external stakeholders require more and more information. Association boards are looking internally and asking more of themselves and each other. Accountability encompasses effort, energy, and efficiency; it has become the key driver for organizational learning, performance, design, and behavior. It's a dynamic and complex ideal that all must embrace.

And last, a fable, so to speak, that comes from a place populated by Everybody, Somebody, Anybody, and Nobody:

There was an important job to be done, and Everybody was sure that Somebody would do it. Anybody could have done it, but Nobody did because it was Everybody's job. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it.

Who are you? Are you the Somebody who will get the job done?
I knew you were!

~ Catherine Yekenevicz, Chapter 41 President 2005-2006

February Meeting~ ECONOMIC OUTLOOK

Speaker: Brian D. Kilb of Landaas & Company

Meeting Details:

The next meeting will be held Tuesday, February 28, 2006, at Klemmer's Banquet Center, 10401 W Oklahoma Avenue, West Allis beginning at 5:30. Dinner is served at 6:00 followed by the program and business meeting. Entrees are: Baked Chicken Breast / Pasta Primavera.

Guests, members, and students are welcome at any meeting. Please contact Joan Cook (414) 297-6438 or (414) 228-6678 VPresident@aswamilwaukee.org by the previous Thursday to make a dinner reservation. Meeting fees are: \$21, members;

CHAPTER CONTACTS

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\$18, retired members and students; \$23, guests.

Permanent Dinner Reservation List: Lois Arsand, Sue Christensen, Rhonda Fritz, Wendy Hall, Susan Heallberg, Sue Heaton, Vivian Moller, Ann Neshek, Cheryl Pfundtner, Sue Press, Mary Pulizos, Sheila Robak, Ellenmay Seaman, Valerie Sheldon, and Cathy Yekenevicz.

Fundraising Chair's Message:

POCKET PEELERS WILL BE AVAILABLE AT THE FEBRUARY 28TH MEETING!

Pocket Peelers will be available for pickup at our February 28th meeting. They still sell for \$10 each with a 50% profit for our group. The coupons on this year's edition are from Home Depot (4 @ 10% off of a purchase up to \$500), Cousins Subs (4 coupons), Burger King (4 coupons), Rocky Rococo (4 coupons), Wong's Wok (4 coupons), KFC (2 coupons), Valvoline Oil Change (2 coupons), Dairy Queen (4 coupons), Subway (4 coupons), AMF Bowling (1 coupon), and Dunham Sports (1 coupon).

Pocket peelers are printed two times a year, once in March and once in September. We sell the March edition since we sell Entertainment Books in the fall. The coupons in the March edition are good until March 31, 2007. If you would like to see what they look like, you can check out their website at www.pocketpeelers.com.

If you can't make it to the February 28th meeting but you would like a Pocket Peeler, you can contact me at the number or e-mail address below after February 22nd to get one. Since Pocket Peelers fit in an envelope, if you send me a check I can mail you the Pocket Peeler.

I still have one Entertainment Book available if anyone would like to purchase it. I show that we sold 74 Entertainment Books and 38 Gold C books for a \$940.66 profit. Thanks to everyone for making this another successful year for our Entertainment Book sale!

Ann Neshek, Fundraising Chair
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**TAKING STEPS
TO ENHANCE EMPLOYEE
EMPLOYEE RETENTION**

[Part 2]

As the demand for skilled accountants intensifies, more career opportunities await them today than at any time in recent memory. This is no doubt good news for accounting practitioners, but for employers it has brought the issue of staff retention back to the forefront. Departments that are able to maintain continuity among their teams are positioned for the greatest success.

In last month's article, we discussed recognizing the red flags - - such as a change in attitude, a decline in interaction with colleagues, and more time spent away from the office - - indicating employees may be looking to leave. The following are some tips that can help keep staff engaged and less likely to look for greener pastures:

Nurture Growth: In a survey commissioned by our company, executives cited a lack of advancement opportunities as the number one factor most likely to cause a talented employee to quit. Reward staff for their accomplishments and provide challenging projects that enhance their skills and position them for higher level posts.

Make It Personal: Get to know each individual's career objectives and, as appropriate, offer assignments in line with these goals. This personal touch will demonstrate to your team that you are concerned with the success of each of them.

Maintain Two-way Communication: Regularly check in with people to see how they are doing and if there is anything they need from you. Along the way, you will become a resource for them and strengthen your relationships.

Take Advantage of Exit Interviews: The findings from these meetings will provide insight into what is working and what is not within your department and why some people may be looking to leave. Learn as much as you can from the discussions and act on the information, as appropriate.

Assess Your Firm's Pay Structure: Money typically isn't the main reason people choose to stay or go, but it is important. Stay abreast of current trends by reviewing industry and business publications, consulting resources, such as the annual *Salary Guide* from Robert Half International, and speaking with those in your network about what they are seeing. Providing competitive salaries and benefits and updating the compensation offerings, as necessary, will show people they will be rewarded for their hard work and enhance their experience with your company.

Jamie Carpen, District Public Relations Manager
 Accountemps
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JOB OPPORTUNITIES

An Indiana client involved in fresh food manufacturing is seeking a Controller with experience in JD Edwards and cost accounting . . . with assertive leadership. This is a wonderful company to work for and this is a well-compensated plus bonus career opportunity. The successful candidate would be eligible for complete relocation expenses.

Michael Druley
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<u>Meeting</u>	<u>Dinner Choice</u>	<u>Presentation/Speaker</u>
February 28, 2006	Baked Chicken Breast / Pasta Primavera	Economic Outlook Brian Kilb / Landaas & Co.
March 28, 2006	New York Strip / Mushroom Ravioli Marsala	Understanding Business Insurance Focus on Worker's Comp Judy Bohn / Sentry Insurance
April 25, 2006	Chicken Saltimbocca / Salmon Filet-Bernaise Sauce	Women's Health Update Dr. Muth
May 23, 2006	6 oz. Filet Mignon / Chicken Kiev	Motivation Jo Anne Carter-Hauser
June 27, 2006	Mesquite Grilled Pork Chops / Baked Stuffed Shrimp	193 Survival Tips for a Professional Image Donna Kinza, Kinza Presentations